Section 1650.351 Employer Contribution for Excess Sick Leave

a) The phrase “normal annual sick leave allotment” shall mean the amount of annual sick leave granted by a TRS employer to its teachers under a collective bargaining agreement or employment policies including any personal days which may be used as sick leave.

b) The normal annual sick leave allotment, for a TRS employer’s administrators shall be the same as that of its teachers as defined in subsection a).

c) If an employer grants sick leave days in excess of the “normal annual sick leave allotment” as defined in subsection (a) in the last four school years prior to retirement, the employer is subject to the employer contribution provided in 40 ILCS 5/16-128(d-10).

d) The employer contribution required in 40 ILCS 5/16-128(d-10) shall be computed as follows:

> The member’s highest salary rate reported by the granting employer during the four-year sick leave review period in subsection c) x the total normal cost rate applicable to the last fiscal year of contributing service x the portion of sick leave service credit attributed to sick days in excess of the normal annual allotment granted by that specific employer = employer’s contribution.

e) If more than one employer in the last four school years prior to retirement grants sick leave days in excess of the “normal annual sick leave allotment,” the contribution from each employer will be determined from sick leave days granted earliest to latest.

f) An award of sick days as part of a retirement incentive shall not constitute a normal annual sick leave allotment; however, for members who earned sick days through the normal annual allotment granting process but were denied the use of such sick days by a limit on accumulation imposed by his or her employer, such days may be reinstated subject to the provisions of Section 1650.350(a) without charge to the employer if the reinstatement is made within one year of the effective date of this Section.

(Source: Added at ________ Ill. Reg. , effective ________________, 2005)